

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
FEBRUARY 2015



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357	370	337	287	315	326	314					2684
Number of Complaints Drafted	162	143	115	117	92	140	130	137					936
% of inquiries drafted	43%	40%	31%	35%	32%	43%	40%	44%					39%
Employment	125	118	90	78	71	107	99	98					786
Housing (Real Estate)	21	17	14	12	16	17	13	11					121
Public Accommodation	14	7	9	20	3	13	12	18					96
Credit	1	0	1	0	0	0	1	0					3
Education	1	0	1	5	2	3	5	10					27
Unknown	0	0	0	0	0	0	0	0					0
Number of Complaints Formalized	95	103	71	96	71	64	82	65					647
Employment	60	85	47	70	43	48	57	49					459
Transferred from EEOC*	0	10	1	0	0	0	0	3					14
Housing (Real Estate)	23	9	17	20	18	8	13	6					114
Transferred from HUD**	4	1	5	4	1	1	3	3					22
Public Accommodation	12	9	7	5	10	5	8	6					62
Credit	0	0	0	1	0	0	1	0					2
Education	0	0	0	0	0	3	3	4					10

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357	370	337	287	315	326	314					2684
Region 1	41	32	35	40	33	26	30	37					274
Region 2	40	23	38	27	26	28	24	22					228
Region 3	30	29	35	28	22	24	21	24					213
Region 4	11	11	12	17	17	8	14	12					102
Region 5	180	177	138	138	124	157	151	126					1191
Region 6	18	33	31	19	17	23	29	19					189
Region 7	10	10	15	9	10	9	6	17					86
Region 8	25	19	24	22	16	21	18	20					165
Region 9	17	17	35	29	20	14	20	21					173
Unknown/Out of State	9	6	7	8	2	5	8	16					61

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%	10%	9%	19%	19%	18%	15%	12%					14%
Housing (Real Estate)	0%	10%	16%	16%	17%	8%	14%	18%					12%
Public Accommodation	19%	16%	14%	18%	13%	15%	37%	20%					19%
Credit	0%	0%	0%	50%	50%	0%	0%	0%					13%
Education	31%	34%	30%	29%	29%	9%	20%	11%					24%
Open Cases by Area													
Employment	701	759	762	781	780	793	795	813					
Housing (Real Estate)	75	67	63	55	63	63	61	44					
Public Accommodation	98	104	104	100	107	112	118	114					
Credit	1	1	1	1	2	2	3	2					
Education	39	39	43	31	28	29	33	35					

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed	80	44	59	78	63	43	53	62					482
Employment	63	24	28	42	44	32	35	27					295
Housing (Real Estate)	5	18	20	23	14	9	16	24					129
Public Accommodation	5	2	8	8	2	1	2	10					38
Education	7	0	3	5	3	1	0	1					20
Credit	0	0	0	0	0	0	0	0					0
Type of Closure													
NPC	58	13	32	42	39	29	33	35					281
CWS	10	9	9	21	14	5	8	9					85
CW	6	5	2	3	3	1	3	4					27
AD	4	14	16	11	7	6	9	10					77
FO	2	2	0	1	0	2	0	4					11

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2	0	7	9	1	7	1					30
Employment	3	1	0	5	5	1	1	1					17
Housing (Real Estate)	0	0	0	1	4	0	3	0					8
Public Accommodation	0	1	0	1	0	0	0	0					2
Education	0	0	0	0	0	0	0	0					0
Credit	0	0	0	0	0	0	0	0					0
Active Cases													
Employment	34	34	34	34	34	40	42	43					
Housing (Real Estate)	12	7	12	12	12	11	16	15					
Public Accommodation	7	3	7	7	7	6	5	7					
Education	4	5	4	4	4	5	4	5					
Credit	0	0	0	0	0	0	0	0					
Average Age of Cases since NOF*	287	298	332	312	295	298	305	328					

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Scott, N. v. Compagna Academy is an employment case based on sex. Complainant alleged that Respondent terminated her for an incident; however did not terminate a similarly-situated male employee for the same incident.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Ather, S. v. University Hospital is an employment case based on national origin. Complainant alleged that he was terminated because of his national origin. The case was closed with settlement.

Jones, T. v. Pedcor Management is a housing case based on disability. Complainant alleged that she was denied a reasonable accommodation. The parties elected to go to State Court.

Maxey, L. v. Garden City Traylor Park is a housing case based on race. Complainant alleged that she was denied housing because of her race. The parties elected to go to State Court.

Morris, N. v. Garden City Traylor Park is a housing case based on race. Complainant alleged that he was denied housing because of his girlfriend's race. The parties elected to go to state court.

Articles of Interest:

ICRC, Haitian Association to host meeting tomorrow (Feb. 27, 2015, ICRC Newsroom)

<http://www.in.gov/icrc/2859.htm>

ICRC offers two locations for 2015 Fair Housing Conference (Feb. 27, 2015, ICRC Newsroom)

<http://www.in.gov/icrc/2015FairHousingConference.htm>

EEOC sues S&B Industry for Disability Discrimination (Feb. 26, 2015, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/2-26-15a.cfm>

State announces date for 17th Annual Holocaust Observance (Feb. 23, 2015, MLKIHC Newsroom)

<http://www.in.gov/mlkihc/2354.htm>

HUD and City of Berlin, New Hampshire settle allegations of housing discrimination (Feb. 22, 2015, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-022

NWI leaders take on civil rights issues (Feb. 17, 2015, Northwest Indiana Times)

http://www.nwitimes.com/news/local/porter/valparaiso/nwi-leaders-take-on-civil-rights-issues/article_62079a67-7f67-5608-84c9-a69d6665f21b.html

Indiana celebrates the 150th anniversary of the 13th Amendment (Feb. 13, 2015, ICRC Newsroom)

<http://www.in.gov/icrc/2860.htm>

IMPD recruits learn police procedure, investigative techniques at training academy (Feb. 12, 2015, FOX-59)

<http://fox59.com/2015/02/12/impd-recruits-learn-police-procedure-investigative-techniques-at-training-academy/>

Valpo to host Civil Rights Forum Feb. 17th (Feb. 9, 2015, Valpo Newsroom)

<http://www.valpo.edu/news/2015/02/09/valpo-hosts-civil-rights-forum-feb-17/>

ICRC announces two locations for 2015 Fair Housing Conference (February 6, 2015, ICRC Newsroom)

<http://www.in.gov/icrc/2015FairHousingConference.htm>

ICRC issues charge against Hunter's Ridge in Plainfield (February 5, 2015, ICRC Newsroom)

<http://www.in.gov/icrc/2855.htm>

EEOC joins federal partners to produce resource guide for employers (February 5, 2015, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/2-5-15a.cfm>

Winamac, Ind. employer charged with disability discrimination (February 3, 2015, ICRC Newsroom)

<http://www.in.gov/icrc/2854.htm>

HUD budget seeks \$748 million to address needs in Native American communities (February 2, 2015, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-012